

Manulife *Forest Times*

Brought to you by Manulife Investment Management Forest Management (NZ) Limited

Issue No.14 | NOVEMBER 2023

Welcome to the final edition for 2023

By Chris Barnes - General Manager

As I write this, we have only 33 working days remaining to the end of the year and a well-deserved Christmas break. The most important job for everyone during those 33 days is your safety and the safety of your workmates.

Please make this your number one goal for the rest of 2023 and take the time to look out for yourself and each other. Always be mindful that you are empowered to stop any activity if you feel it is not safe and have my full support and encouragement to do this.

There is no doubt 2023 has been a very difficult year across the forest industry and I would like to acknowledge and thank everyone for their perseverance and positive approach to the challenges we have faced. The year started with damaging cyclones, ongoing wet weather and some more windthrow in Wainui. In the middle of the year we experienced a significant market correction. Layer on top of this ongoing inflation and regulatory changes and there's no doubt it's been a tough year for the forestry sector. For many in the industry these changes are new, but please take comfort that cycles inevitably evolve and change and we are working in a fantastic industry that has a very important economic, social and environmental role to play.

While 2023 has had its challenges there are also some very positive stories, many of which have been showcased in this edition of Manulife Forest Times. One highlight that everyone should be very proud of is the overall performance and outcomes from the LJM safety culture survey. Please take the time to read the LJM article included in this newsletter. I look forward to sharing these results with staff and contractors and following through on the actions that have come from this valuable work. I would also like to thank everyone that was so generous with their time and for sharing what we do well and where we can do better as a business.



Over the last 24 months we have been carrying a high vacancy rate across the business as we have been filling new and vacant roles. I am really pleased to report we are back on track with only two current vacancies across the business. It has been very exciting to see so many new faces join the business during 2023 and I would like to welcome those who have joined MFM (NZ) since our last edition in July.

On a very sad note, I would like to acknowledge the recent passing of Dr Tom Mullholand and Rachel Lehan. Both Tom and Rachel were very well-known across the forest industry and made valuable contributions to the safety and wellbeing of our people. Our thoughts and prayers are with them and their whānau.

Once again there is some excellent reading in this edition and great to see so many awards and positive achievements from our contractor workforce. I look forward to hopefully catching up over a BBQ as we move into the end of 2023 or during the safe starts of 2024.

Until then, I would like to thank all staff and contractors for their support of our clients and each other during 2023 and wish you all the best for a safe run into Christmas. Please feel free to give me a call (027 257 7260) anytime if you need anything or would like to have a chat or a coffee.

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National Managers' Update



Andrew Widdowson

National Operations Manager

The year is fast drawing to a close with only six weeks or so remaining until we shut down operations for the Christmas period. 2023 will be memorable for its severe weather events and the disruption and damage to Northland, the Coromandel and the East Coast regions.

The impact of Cyclone Gabrielle was particularly significant in the Gisborne and Hawke's Bay regions and the images we all saw in the media were heartbreaking, including the windthrow in Lake Taupo Forest. There was also an important rugby game in France recently that didn't go the way we all hoped, but that's sport and we certainly had our chances.

Turning to our operations, our forestry people are currently busy with post-planting release spraying operations which amount to 6,406 hectares of which we are almost halfway through. As a result of a warm and wet 2023, we also have a large dothistroma spraying programme this summer – 40,000 hectares including areas which will require a second spray.

Our planning and engineering operations have experienced a challenging year in keeping our forest and log yard supply chain operating through a long winter. Our current position is 9.1 million tonnes forward planned and 3.3 million tonnes harvest ready. Construction activity is programmed to increase over the summer period with the objective of having a 4 million

tonne harvest ready position by 30 April 2024, i.e. a 12-month forward harvest position.

The log export marketplace continues to present challenges which will continue into 2024. The domestic market is showing improved confidence and there is quiet optimism of a pick-up in building and construction activity in the new year.

Over the year our harvesting operations have had to deal with not only weather disruptions but an oversupply in the China log market, requiring a production quota during July. We returned to full production in August and are now focused on a well-managed and safe run down to a well-earned Christmas break.

Our distribution operations have provided a reliable high-quality log cartage service over the year in which they have had to contend with both forest and public road closures and congestion at several ports. We have challenged this group to set the bar in the commercial road transport industry in terms of seatbelt and fatigue management, and their response has been exceptional.

Thank you to Laresia, Darrell, Mike and Geoff, their operational teams and to our committed and professional contractors who have performed day-in and day-out over the year. It is a privilege to work with such a large group of talented people who believe in Manulife Forest Management, the New Zealand forest industry and the miracle that is wood. Have a great Christmas with friends and whānau and stay safe.

Ngā mihi,
Andrew Widdowson.



Geoff Gover

National Harvest Planning & Engineering Manager

As the year draws to an end, what we have managed to achieve given the environmental challenges is nothing but amazing. The operators have been out using every little dry period to scratch

some dirt to allow us to continue to harvest, or log trucks to continue to access sites.

I have spent the last few days in the Central region looking around the King Country operations – a very challenging environment that is made even harder with continually waterlogged soils. What I saw was a team that had moved forward and ensured we had access, and are continuing to set up works for a hopefully/forecasted dry summer.

The key to good outcomes is great communication. This is relevant in everything we do, from ensuring the site is safe through good communication, to the supply chain which ensures the MFM (NZ) team know what wood is coming up for harvest, and preparing sites for contractors to undertake works in a safe manner.

Usually when something goes wrong on any given day, it's a breakdown in some form of communication. If you are at any

time unsure of what the task involves or who is responsible, I plead with you to stop and ask. Ensure that any hazards you may have created are notified to your MFM (NZ) supervisor so the next people to the site aren't placed in a position of risk. We are one team, from planting, to the wood being delivered to a customer. Look out for the next person in the supply chain by communicating well.

As I write this, it's Gumboot Friday. Unfortunately, these days we are reliant on the good deeds of people like Mike King to ensure there is help out there for those who struggle with mental challenges. As Mike says, "dealing with depression and mental health challenges is like walking through mud every day." Although Gumboot Friday is the day they ask for donations, these can be made at any time. These funds provide free counselling for people under the age of 25.

We are a team that relies on us looking out for our mates. It's not just about their physical safety but also their mental safety. If you see somebody struggling a little, then a concrete pill is probably not going to be the solution. Talk with them and offer help where you can. Don't give up on them, keep going until they are back to their old happy selves. As above, there are others out there to help. If you are struggling, put your hand up early.

Stay safe out there,
Geoff.



Mike Baker

National Forestry Manager

Well done and thanks to all our forestry contractors, suppliers and MFM (NZ) forestry staff for the completion of the planting programme, with 4,000 hectares planted this year.

Thin to waste operations have now ramped up as crews have moved out of planting, with over 7,000 hectares planned to be thinned across the MFM (NZ) estate over the next 12 months. This includes a relatively significant proportion of mechanised thin to waste, particularly in the Central estate.

The MFM (NZ) forestry teams and aerial contractors are busy through the spring period, completing aerial releasing and dothistroma control operations. Due to the significant wet weather last summer, all regions have relatively large dothistroma spray programmes this year. The first aerial spray occurs between October and December, and for highly affected areas a second spray will occur in January/February.

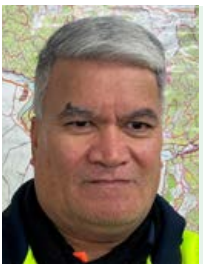
As we move into fire season, it is a reminder for everyone working in the forests to ensure they have the appropriate fire suppression tools on site and to manage operations relative to the fire danger. A strong El Nino weather pattern is predicted this year, with drier and hotter conditions, so it is important that we are all prepared.

In regards to the MFM (NZ) forestry team, the Eastern team in Rotorua is becoming familiar with, and planning operations, for the new Waonui Forest Investments Ltd (WFIL) estate. This

includes significant establishment and thinning operations in Wainui, Matahina and Stanley forests. As part of this acquisition, the MFM (NZ) forestry team in Rotorua will increase from two to four full-time equivalents (FTEs). Joining the current team of Ngaro Tumai and Jack Higby, are Amanda Pullen and George Fanning-Ihaka. Amanda, who will be working three days a week, has recently returned to New Zealand with her husband, Dacian, who has joined the MFM (NZ) harvesting team, after spending over 10 years working for Hancock Queensland Plantations. George will join the team in late November, after completing his Forestry degree at the School of Forestry in Christchurch.

The forestry team has also farewelled Marcella Pitt, who has moved to Gisborne, where both she and her partner have obtained forestry jobs. We wish Marcella all the best with the next stage in her career and thank her for her contributions to MFM (NZ) over the last two years.

Noho ora mai.



Darrell Tahere

National Harvesting Manager

The Northern crews are progressing well in Woodhill, Avoca, Hikurangi and Kaikou forests. In Central, crews are predominately working in Kinleith, Pouakani, Raepahu and Hiwi Forest. While Eastern crews are continuing in Stanley, Waiotahi, Pinnacles, Wainui, Tarawera and Matahina forests.

Until Pan Pac Forest Products is fully operational, Hawke's Bay remains unavailable.

On a positive note, our windthrow recovery programme continues to progress well across all clients. There is impressive work being done across the supply chain to ensure we can move this wood before it turns.



Fast 26's swing yarder harvesting windthrow in Wainui Forest

As part of our ongoing community engagement, we were contacted by Discover Forestry to facilitate a forest visit for Rotorua Boys High School. Peter Ague's team were happy to be involved as was Scott Saunders from Trimax Logging Limited. Discover Forestry New Zealand is a sector-run, non-profit education-based organisation. Their aim is to provide face-to-face engagements and experiences for students and teachers with the forestry sector.

Another successful CNIWC awards night saw the majority of prizes picked up (again) by MFM (NZ) Ltd contractors' employees. It was also great to see their partners celebrating in their success as well.

Ngā mihi.



Laresia Heke

National Distribution Manager

The Distribution team have had another busy, productive and enjoyable few months. In this edition I will be sharing some photos and commentary around four different themes with highlights

as noted below:

1. Health and Safety – Distribution Driver BBQ
2. Contractor progress – article shared by Pedersen Kinleith Limited
3. Driver recognition – Wayne Hossack (Gilmour Transport Limited)
4. Culture change – Greg Murphy and AutoSense

1. Distribution Driver BBQ – Weighing and Measuring Solutions Weighbridge, Kinleith



The Distribution team hosted a BBQ at the Weighing and Measuring Solutions (WMS) weighbridge at Kinleith for the start of daylight savings. This event was for cartage contractors, their drivers, other contractors and MFM (NZ) staff who wanted to drop in for a coffee and something to eat. Free health checks were offered, and Aztec Forestry Transport Developments Limited (Aztec) hosted a discussion around air operated winch technology compared to standard winches. Harrie De Brouwer provided his truck as part of the demonstration.

Photos anticlockwise from the top: BBQ event; Chris Barnes (MFM (NZ) General Manager and Harrie De Brouwer; Peter Philips' (Aztec) winch demonstration.



2. Contractor progress – article shared by Pedersen Kinleith Limited

After many delays due to COVID-19 and the supply chain issues it created, in September 2023 Pedersen Kinleith Ltd (PKI) commissioned and put into service a new Wagner L100. PKI required a replacement for its L90 that had reached the end of its economic life.

The L100 is designed for unloading, transportation, decking and sorting of logs in a log yard environment.

Wagner is a recognised brand of large log handling equipment and is supported in New Zealand by Quality Marshalling Ltd, while the L100 is also spec'd with a CAT Tier 4 engine allowing for alternative repairs and maintenance options through the TerraCAT network.

When considering a replacement, the key requirements for the machine were:

- Safety in design
- Maneuverability
- Operating speed at which it can be safely used

- Ability to handle multiple log lengths (3.7m – 12m)
- Ability to single lift 45T packets
- Cross functionality across various roles on the Kinleith site and in the wider Pedersen Group.

Following a comprehensive review of replacement options, the Wagner L100 with a 7.7m² log head capacity was chosen as it meets all the operating requirements detailed above and was the only option considered that could achieve the 45T single lift.

Due to operating existing older models in similar roles, the L100 was considered a low risk solution. The machine could easily be redeployed if required elsewhere within Pedersen Group and is expected to have a frontline life cycle in excess of 20 years.

With the L100 now in operation, PKI is able to unload 99% of all loads delivered to the Kinleith export yard with a single grab, significantly reducing the risk of log drops when trying to split unload packets, while increasing productivity and reducing unload times for cartage contractors.

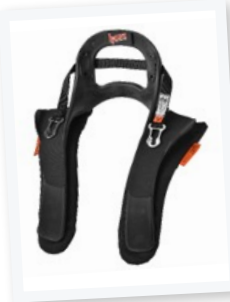


4. Culture change – Greg Murphy and AutoSense



A highlight for the Distribution team was having Greg Murphy present to our distribution contractors and other MFM (NZ) team members. Murph is a Kiwi V8 Supercar legend with over 400 V8 Supercar race starts, four Bathurst 1000 wins and appointments with some of the highest profile race teams in Australasia. Greg is rightfully considered one of the greats by fellow competitors and fans alike. Murph is now a commentator on Sky Speed and a passionate road safety advocate, as well as an AutoSense and Seeing Machines Ambassador.

One part that was enjoyed was Murph talking about HANS devices when they were first introduced to supercars. Murph made it clear he was not an early adopter and struggled with the introduction of this new piece of PPE. However, as time rolled on he understood and saw the value of wearing them. Now of course they are part of the normal gear a driver uses and are seen as a valuable part of their protective equipment.



HANS device (HANS being short for Head And Neck Support) is a shoulder-mounted safety device worn by drivers in motorsports.

Several MFM (NZ) staff provided feedback following the presentation and I have noted some quotes and key themes below:

- Resistance to change that then becomes the norm (aligns with our industry's constant move towards the safest way to do things).
- Change is there to help us, not hinder us (despite it being human nature to resist it).
- Importance of food and especially sleep on your performance at work, not just the next day but for the rest of the week. We should all be more vigilant in recognising fatigue in others and not letting them drive.
- Importance of educating drivers to understand why rules are rules so that they will actually drive safely, and to understand the capability of their vehicle. New technology is only as good as the operator.

3. Driver recognition – Wayne Hossack (Gilmour Transport Limited)

Log truck drivers are being recognised with MFM (NZ) Safety Awards for their focus on safe driving when they have had no fatigue or distraction events whilst consistently working in MFM (NZ) managed forests. Fatigue and distraction events are monitored and recorded by the Guardian in-cab camera system. Since the beginning of this positive reward scheme, over 50 drivers have been rewarded for their safe driving behaviours. It has been encouraging to see repeat names on the list for these awards, with Wayne Hossack (driving for Gilmour Transport Limited) having now received three Safety Award recognitions.



Gilmour Transport Limited (GTL) noted that Wayne is certainly setting the bar high. Wayne has been with GTL, in the blue trucks, for around five years. He is currently driving a 2020 Kenworth K200 and started with Alan Forbes Transport (AFT) in June 2018. Wayne joined the GTL team when they purchased AFT in June 2021. Wayne came with a wealth of experience from his prior driving experience for Mike Lambert Limited for about 17 years. Currently he has about 23 years of log truck driving experience. Wayne is known to be a very reliable employee who thrives on working hard and achieving good results. Wayne communicates well and often lets GTL know about road issues or provides feedback on a new procedure or rule (with solutions being offered if he doesn't agree).

Wayne Hossack – a valued member of the GTL team.

The Wagner L100 with a 7.7m² log head capacity - now in operation.

- Concern about self-driving cars and “idiots” that are letting the vehicle do everything. Not only how dangerous this is but the frustration it is causing other drivers and the impact that has on the rest of their drive.

We all should think more about other drivers and the impact our actions have on them. For example, speeding past somebody on the passing lane, pulling in, and then slowing down to slower than they are travelling. Or cutting somebody off at the end of a passing lane because you passed too slow to stop the EROAD from beeping. Or pulling out in front of someone when there would have been plenty of clear road once they'd gone by. No immediate damage or harm was caused but you've just negatively impacted somebody's mood and mindset. That may impact the rest of their drive/day and have severe consequences further down the track. It's the opposite of a smile to a stranger. Smiles are contagious and who knows how far the positive impact of a single smile goes. Likewise, who knows how far the negative energy from a stupid act/decision goes.

The Distribution team wish everyone an enjoyable and safe Christmas holiday.
Noho ora mai, Laresia.

Competition

Winner of Best Article in the July 2023 Newsletter

By Helen Moffatt -
Administrative Coordinator,
Tauranga

Congratulations to Lance MacLennan for his article on his recent Chinese port visit.

Great that he was actually there when one of our vessels arrived. Also of note were the other articles from Lance in this edition around his trip to China. In particular, the visits to the furniture and other factories were really interesting and informative.

People



Harvesting and engineering planning/engineering teams looking over swing yarder site



Photo: Harvesting team at Tarawera Falls.



Remember anybody is eligible to win and another \$50 gift voucher will be awarded to the person who contributes our favourite article from this November 2023 edition. If you have a favourite, please email Helen:
hmoftatt1@manulife.com

Obsessing About Internal Customers

By Peter Auge - Harvesting Manager, Rotorua

Harvesting and engineering teams got together in the Tiaki Forest estate to discuss what works well and what we can improve on.

After discussions, the harvesting team (joined by Andrew Widdowson) completed a 16km team building walk from the outlet to Tarawera Falls and back.

Also, great to have Toni Punton join us on the day.



Forestry



The Daring, a 153 year-old schooner was discovered on Muriwai Beach near Woodhill Forest.



Top Photo: The Daring being removed from Muriwai Beach.

Bottom Photo: The Daring being washed down by the Muriwai Volunteer Fire Brigade, watched on by TPL Northern Woodhill Forest Security Contractor Roger Winslade (right, foreground)

Century-Old Schooner Uncovered By Shifting Sand

By Andrew Widdowson - National Operations Manager

In 2018, MFM (NZ) Whangarei reported a ship, believed to be the 153 year-old Daring shipwreck, was discovered on Muriwai Beach near the edge of Woodhill Forest. The wreck was uncovered by shifting sands and was spotted by a local resident. Auckland Council's Heritage Unit confirmed the wreck, a schooner, was driven ashore in a severe gale in 1865.

In 2020 the Daring was successfully removed, fully intact, by the Classic Yacht Charitable Trust Auckland. Convinced that the vessel was worth saving for New Zealanders to enjoy, the group organised the self-funded recovery project.

The removal of the Daring from the sand began with artifacts being taken out of the vessel and strops being put in. Two large excavators were then positioned on each side of the vessel to wiggle it loose and remove sand from inside the ship. On the

third day the Daring was successfully lifted from the sand and placed above the water level mark.

The Daring was taken to the edge of Woodhill Forest and hosed down by the Muriwai Volunteer Fire Brigade. The final move involved transporting the vessel to a location in Hobsonville where it will remain until plans for its preservation and final destination are finalised.

Discover Forestry

By Peter Auge - Harvesting Manager, Rotorua

On 11 September 2023 a group of Rotorua Boys High School students visited the KPY and Trimax Logging stems harvesting crew as part of the Discover Forestry programme.

The forestry big day out field trip was a great success. In the words of Melina Vlahos from the Wood Council, "I'm also told it happened to be one of our best trips of the year!"

Special thanks to Scott Saunders (Trimax Logging) for putting on a show and engaging with the boys.

[Click here to view video compiled by Discover Forestry](#) ▶



Rotorua Boys High School Forestry Big Day Out visiting Trimax Logging



Wāhine in Forestry By Kim O'Leary - Distribution Forester, Tokoroa

A breakfast for Wāhine (women) in Forestry was held as part of the Forest Growers Research Conference in Rotorua in September. This was the first time the breakfast had been offered to people not attending the conference. This provided a networking opportunity for wāhine and due to the success of this session, these breakfasts will be offered at other forestry conferences in the future.

The keynote speaker was Dr Elizabeth Heeg, recently appointed CEO of New Zealand Forest Owners Association. Dr Heeg spoke of her pathway through undergraduate study and experiences gained in the USA, her move to New Zealand and her postgraduate study, then her transition from zoology to forestry. Dr Heeg spoke of her experience as a woman working in male-dominated industries and shared some strategies on how to succeed as a woman in this position.

The breakfast was attended by a small group from MFM (NZ), alongside women from other forest management companies, research organisations, and industry consultants.

Wāhine in Forestry is a professional development group that combines women enrolled in the New Zealand School of Forestry and those working in the forest sector of New Zealand,

to further connections, mentoring and skills for women entering the forestry workforce and within their careers. Erica Kinder is CEO of the Southern North Island Wood Council and Discover Forestry, and a graduate of the University of Canterbury School of Forestry. She has been the driving force behind getting this initiative up and running.

The group successfully held a Women in Forestry Conference in Hanmer Springs earlier this year and this is now planned to be an annual event, with the next conference scheduled for 28-29 July 2024 in Christchurch.

To read more about this group you can find them online www.wahineinforesy.co.nz/ or follow them on social media www.facebook.com/people/Wahine-in-Forestry/100086318741320/





Ecoforst delivering the new 10.3 T-Winch to DK Logging Limited

New Winch Assist For DK Logging Limited

By Peter Auge - Harvesting Manager, Rotorua

In an effort to reduce manual felling and topsoil disturbance in Tiaki, DK Logging Limited took possession of a new 10.3 T-Winch in Matahina Forest during September.

It did not take long for Arie Marshall, the mechanised fellerbuncher operator, to come to grips with the winch assist unit. Special thanks to Kevin O'Malley from DK Logging for moving forward with this acquisition.

This is the first winch assist unit to be deployed in a ground-based stemming operation in Tiaki.

Contractor



Hadden Clark – MFM (NZ) Manual Faller Recertification

By Graeme Benge - Operations Manager, Fast Harvesting Ltd

Congratulations to Hadden, who has just achieved his MFM (NZ) Manual Faller Recertification.

Hadden has become a valued member of the Fast team and is never short of some worldly advice for the younger members of the group. It is always a pleasure to work with people who are passionate about what they do, and conduct themselves in such a professional manner as Hadden does.

Pete Campbell had the pleasure of presenting Hadden with his certificate and shirt, along with Shiree from MFM (NZ).



CNIWC Forestry Awards 2023

By Graeme Benge - Operations Manager, Fast Harvesting Ltd

Recently the CNIWC Forestry Awards were held in Rotorua. It was another successful evening, where over 500 people came together to celebrate our industry and some of the people lucky enough to be nominated for awards.

First of all, congratulations to all the winners and runners-up. It was fantastic to see so many of the Central North Island contractors do well. We all work alongside each other in the Taumata Estate and it was great to see the prize pool spread amongst us.

We had three of our people, and two crews, nominated for different categories

Congratulations to Fast Logging - Crew 54 for winning the Outstanding Health and Safety Management Award. This crew had achieved the milestone of 17 years LTI-free and were worthy recipients of this award. Rob Lamb (crew foreman) was on hand to accept the award and spoke highly of the team and the culture of the business that help make achieving these milestones possible. Once again, congratulations team and enjoy your success.

There will be another awards ceremony next year so we encourage all of you to look forward and you never know, you may find yourselves in the running next year.

People

2023 Central North Island Wood Council Awards

By Darrell Tahere - National Harvesting Manager, Tokoroa

It's been another successful year with MFM (NZ) Ltd contractors and their employees picking up the majority of the awards (again).

Skilled Professionals

Harvesting Excellence:

Clint Maxwell (G White Logging Ltd)

Log Processing Excellence:

Rob Davy (G White Logging Ltd)

Outstanding Environmental Management:

Razorsharp Harvesting Ltd

Outstanding Health and Safety Management:

Crew 54 (Fast Harvesting Ltd)

Female in Forestry Award:

Rona Wheeldon (OFM Ltd)

Rachelle Dunn (G White Logging Ltd)

Training Excellence

Generation Programme Graduate of the Year:

Corban Coxon (Tombleson Logging)

Excellence Awards:

Zshawnee Uatuku

Trainee of the Year:

Norton Craig (G White Logging Ltd)

Special Awards

Hero of the Year Award:

Gareth White (G White Logging Ltd)

Good Deed Award:

Gareth White (G White Logging)

For more pictures, go to

cniwc.co.nz/awards/cniwc-awards-2023/



Clint Maxwell and Richard Feierabend, Harvesting Manager.



Gareth White and Joe Akari, CEO Safetree



Rachelle Dunn, Colin Maunder and Rona Wheeldon



Health and Safety

LJM Health and Culture Review

By Glen Coleman - National Health & Safety Manager, Tauranga

MFM (NZ) wanted to build on, and not replace, the significant work that has already been achieved by past health and safety initiatives.

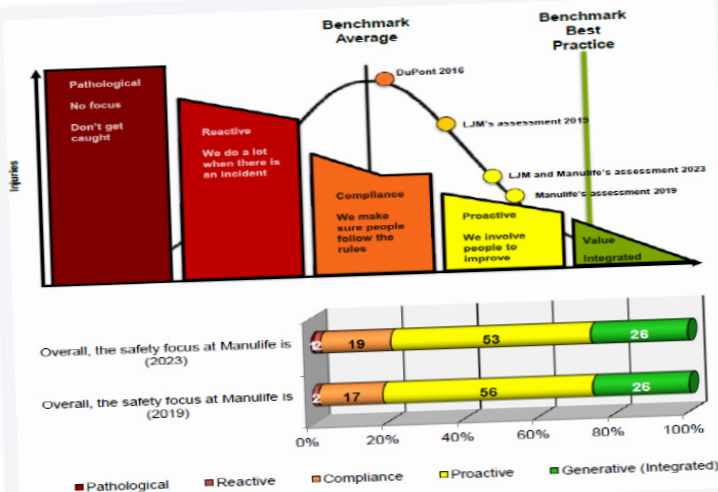
To achieve this, we re-engaged the LJM Group and Tawera Nikau to assess the impact of our health and safety strategy which we implemented following the 2019 Health and Safety Culture Review. The review process is quite an undertaking. However, I'm pleased to report the LJM Group, along with Tawera Nikau, completed the Health and Safety Culture Review between 8 and 19 May 2023 in all MFM (NZ) managed estates.

The LJM Group completed:

- 40 one-on-one interviews
- Focus groups which had a total of 274 participants
- Many site visits with discussions and feedback in the workplace.

The findings from the Health and Safety Culture Review have now been presented to the Taumata, Tiaki, and OTPP NZ boards.

The findings of the review are generally positive, as you can see in the maturity model below. They also demonstrate that we are heading in the right direction. However, there were areas identified that MFM (NZ) can improve on.



To help us move to the right (past the proactive column), MFM (NZ) has developed the following action plan priorities:

- More active and visible health and safety leadership
- Keep improving how we manage critical risks
- Increase consultation, communication, and recognition
- Continue supporting health and wellbeing
- Share lessons better from incidents.

To all of those who took the opportunity to be involved, I want to thank you very much as you have helped shape the MFM (NZ) health and safety action plan for the next two years.

MFM (NZ) will be presenting the findings of the LJM Safety Culture Review using Microsoft Teams in the near future so watch out for the invite and join us.



Recovery position exercise

FACT - First Aid and CPR Training

By Toni Punton - Health & Safety Coordinator, Rotorua

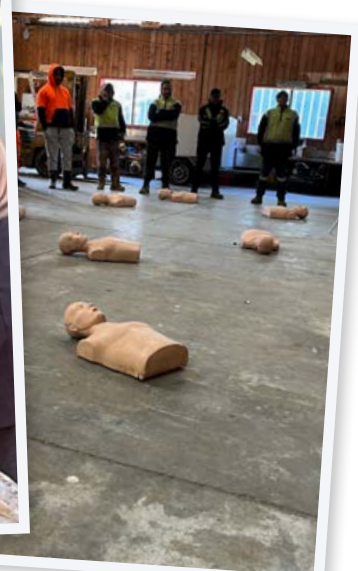
It was fantastic to have Sam and Dave Baxendale from FACT (First Aid and CPR Training) back in Tiaki and OTPP to once again deliver refresher first aid and trauma training to the crews at the Kawerau compound.

The training, as always, was very interactive which kept everyone's energy and learning levels high. The charismatic delivery of the training by Sam and Dave ensured the training catered for all different learning styles. It related to managing worksite injuries that are associated with everyday work or tasks, and geographical factors in the forest industry.

Everyone actively participated in the various practical activities with enthusiasm and there were some great questions put to the trainers by the guys. Feedback from attendees has been extremely positive and there is a great sense of comfort, knowing the workers to the right and left of you have the first aid response knowledge and skills to assist, and be the difference if it is needed.



Dave adding in the Celox Hemostatic Gauze.



CPR instruction

Environmental

Keep NZ Beautiful Week 2023 By Karl Boobyer - Environmental Forester

Illegal dumping is an environmental issue that impacts communities New Zealand-wide and is especially prolific in and around our forests. Recent studies have shown a 350% increase in illegal dumping between 2019 and 2022. With the current cost of living crisis, this problem is expected to get much worse.

Keep NZ Beautiful is a not-for-profit charitable organisation first established in 1967. They pride themselves on inspiring, educating, and empowering New Zealand communities to restore, preserve and improve the environment. Every spring they run the country's largest clean up event, Keep NZ Beautiful Week. The event relies heavily on active participation by individuals, schools, businesses, community groups and the support of local councils to remove rubbish from the environment. In 2022 almost 70,000 people volunteered their time during this week, removing 655 tonnes of rubbish from the environment.

MFM (NZ) Central, in collaboration with contractors, forest users, and support from South Waikato District Council, participated by cleaning up illegally dumped rubbish throughout the South Waikato region. The clean-up efforts spanned approximately 30 sites including forest gateways, public roadsides, and the private forestry road network. The items removed included clothing, large furniture, whiteware, household appliances, car parts, tyres, construction waste, along with day-to-day household waste and recycling. It was frustrating to see the volume of recycling removed as there's no cost to dispose of these items at local transfer stations.

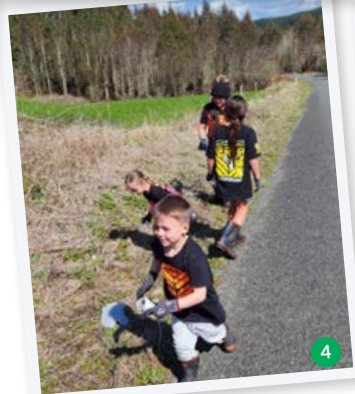
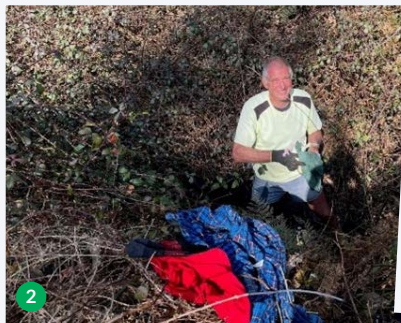
Overall, our collective efforts removed over 12,400kg of rubbish from the forest and surrounding area!

A big thank you to everyone that took part in this year's event. It was especially great to see partners and kids also getting involved. As a result of our efforts, documents were located that identified those people likely responsible for dumping rubbish at several sites. This information was passed onto council's Solid Waste team whose aim is to issue infringement notices to those offenders.

A special thanks to Fast Harvesting and Forest Protech Services who were both rewarded with smoko shouts, and congratulations to Chloe Fountain who was the lucky participant to win the UE Boom 3 speaker!

Please continue to report illegal dumping through your local council or MFM (NZ) Environmental Forester. Proactive reporting gives councils a clearer idea of the scale of the problem and allows for timely clean-ups.

We look forward to growing this event, getting more feet on the ground, and removing more rubbish from our forests in 2024.



1. Left to Right: Shiree Marshall, Lyn-Lee Parker, Andrew Waites and Brendan Morgan. 2. Karl Clarke. 3. Lyn-Lee Parker and Brendan Morgan. 4. Min Tobenhouse and kids (Fast Harvesting) 5. Fast Harvesting smoko shout. 6. Chloe Fountain



Kiwi Hunt By Ian Waterhouse - Northern Office

“There’s a kiwi near the Tuatua Quarry in Whanui Forest that we’re going to check in on. Come out for a look.” Rolf, the NRC Biosecurity Officer, sounded confident. There was no reason to doubt him. “Sweet, I’ll catch you out there Monday morning,” I replied.

The weekend passed; Monday morning rolled around. I was excited about my maiden kiwi hunting adventure on the 25-minute drive to Whanui from the Northern MFM (NZ) office. The forest is part of a 15,000ha Kiwi Link High Value Area and home to many kiwis. A vehicle pulled up as I drove through the Tuatua Road forest gate. A young ginger fella jumped out of the driver’s door and approached. My mind raced; had I instigated some kind of road rage event on my journey? Stay calm and don’t look him directly in the eyes. “Hey, I’m Carl from Tahi Estate. I’m here for the kiwi,” he announced. “Sweet, jump in mate,” I relaxed, slightly.

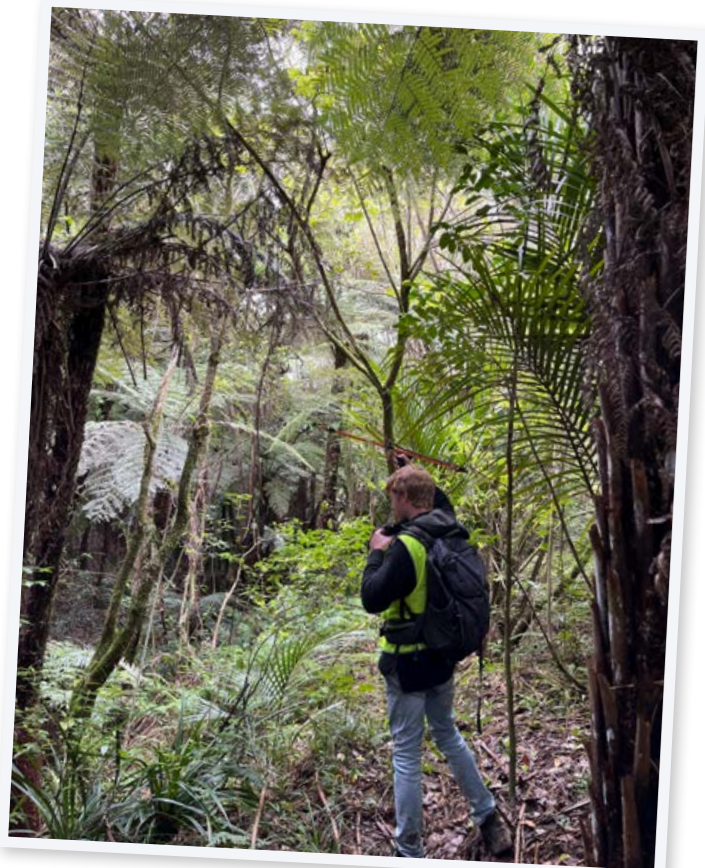
“We can’t get a signal; we’ll just need to shoot down a side road,” Pete, the Biosecurity Officer with Rolf, explained when we arrived at Tuatua Quarry. The four of us jumped in the NRC wagon and set off. Half an hour passed and still no signal. We drove down Cockle Rd past 30 of the 220 bait stations recently set up to deliver the second toxin pulse to the forest. Right on lunch time we got a signal.

Carl rotated his 1980s-looking aerial around a few times. “The signal is strong guys, it’s probably just down this ridge.” The time was 12:15pm. I decided to travel light and not bother with lunch or water. It sounded like a done deal.

The journey began. At 1pm we lost the signal. At 2pm I wished I’d bothered with lunch and water. At 3pm morale was low, hunger levels were high and Avenza was telling me I had walked a long way. At 3:30pm Carl rotated his 1980s-looking aerial around a few more times and said, “the signal is strong guys, it’s probably just up this ridge.”

Carl stopped just up the ridge. Pete started to crawl underneath a gorse bush towards some pampas and casually said “Ian, if it runs at you just grab it by the legs. But be careful.” I quickly put myself out of the equation and started filming the scene. I will not accidentally crush a kiwi today. Rolf positioned himself down slope. The tension builds, there is a rustle, then I see a brown blur bolt from the pampas. Pete yells to Rolf who in desperation does a George Gregan-like dive tackle through the undergrowth. Success!!!! The defence holds and Rolf emerges from the bushes with a kiwi.

Carl and Pete get down to business. The kiwi is weighed, measured then its leg tracker is replaced with a slightly bigger model which I am told will make it a lot easier to find next time. Pete passes the kiwi to me for the token money shot. It’s soft, delicate and feels quite tender. I am so hungry. The time is 4pm and we have a 5km walk back to the vehicles. Time to ditch the kiwi and get out of here.



Woodflow

Quick Shifts – Cutting To Order

By Grant Schooley - Woodflow Scheduler, Rotorua

With the current state of the export market, it's more important than ever for our supply chain to be flexible, agile and efficient. The Tiaki Estate cuts many specialty export grades to help diversify and strengthen its market position in order to deliver the best results possible in these uncertain times.

Many of you are probably familiar with our weekly woodflow procedures, where cut plans for the following week are sent out on Thursday after we receive our orders from customers on Wednesday. Harvesting crews tend to work best with relatively consistent plans and any changes tend to create a lag effect based on the time it takes to change cuts, get the product roadside, and get it delivered.

Enter the Kawerau Processing Yard (KPY).

Manulife Forest Management (NZ) Ltd.
Export cut plan for KPY - 18 Sep 2023
Export Owner: Starlink Plantations Company
Logging Contractor: KPY
Summer Dates: 14 Days
Harvest Area: KPY

Priority	Group	Grade	Cut Length	Sales Length (Trim Allowance)	Log Marking	min SED	max SED	max LLD	Order (m3)	Comments
1	Export	PA0	5.24	5.30 (14)	PA0	40	-	Open	90	1 Load Please
2	Domestic	PP35	5.25	5.35 (14)	PP35	35	-	Open	90	2 Loads Please
3	Domestic	PP35	5.00	4.90 (10)	P	35	-	Open		
4	Domestic	PP35	4.40	4.30 (10)	P	35	-	Open		
5	Export	PP35	4.44	4.30 (14)	P	35	-	Open	90	One Load Please
6	Domestic	235	5.00	4.90 (10)	235	35	-	Open		Minimum 3cm Pruned
7	Domestic	PP35	5.00	4.90 (10)	P	30	-	Open	90	Chopmark Varkent - New Cut
8	Export	A	1.44	1.30 (14)	A	30	-	Open	900	Start Monday AM
9	Export	A	5.94	5.80 (14)	A	30	-	Open		
10	Export	A	5.94	5.80 (14)	A	30	-	Open		
11	Export	K	1.44	1.30 (14)	K	20	-	Open	750	Start Monday AM
12	Export	K	5.94	5.80 (14)	K	20	-	Open		
13	Export	K	5.94	5.80 (14)	K	20	-	Open		
14	Domestic	RUC	R	3.7 - 7.0	#	30	-	65		
15	Domestic	RUC	R	3.7 - 4.0	#	40	-	100		
16	Domestic	RUC	R	3.8 - 3.8	#	10	-	65		

Example KPY weekly cut plan.

The KPY, under the management of Kajavala Forestry Ltd, operates three processing machines that are supplied by two Tiaki stems crews – Trimax 116 and DK 117. These three machines are used to cut both export and domestic grades to volume, a process that Woodflow and Harvesting have been working on jointly for the past six months. Through collaboration with Kajavala Forestry, and Waratah technical support, we now have the machines updating production files every 15 minutes and submitting them to Interpine's STICKS! user interface.

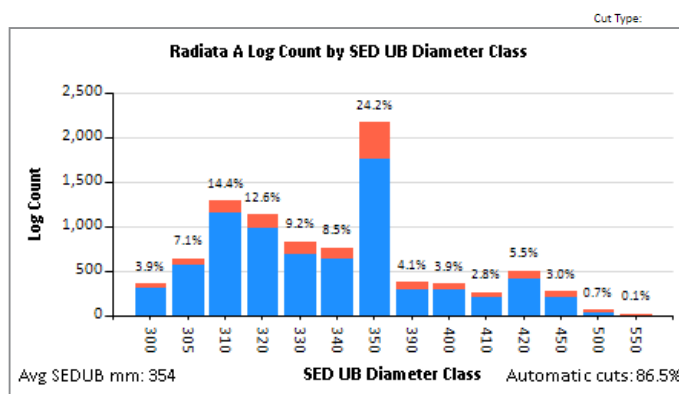
This allows us near-live monitoring of production. Previously, data uploads were sporadic, and we would often have 6-12 hour gaps where we had no visibility of what had been produced, or which machines were working. We now have the

Production Table - All selections

Species	Status	Assortment	Vol OB m³	Vol UB m³	Vol UB % by species	Log Count	Log % by species	Avg Length (m)	Avg SED UB (mm)
Radiata	Productive	P35	1,145.85	1,100.97	10.3%	1,604	6.2%	4.74	407
		Z35	234.92	225.72	2.1%	311	1.2%	5	411
		P30	55.74	53.55	0.5%	110	0.4%	5	330
		PP35	34.95	33.58	0.3%	42	0.2%	5.26	416
		P40	31.88	30.64	0.3%	37	0.1%	5.24	426
		A	5,805.42	5,578.04	52.1%	8,922	34.3%	5.46	354
		K	2,614.85	2,512.79	23.5%	7,835	30.1%	5.52	245
		UA	901.17	866.06	8.1%	4,908	18.9%	4.85	183
		BC	243.90	234.39	2.2%	1,803	6.9%	2.48	230
		BAG	59.46	57.14	0.5%	418	1.6%	3.51	193
		UH	17.10	16.42	0.2%	36	0.1%	3.46	384
		Total	11,145.23	10,709.31	100.0%	26,026	100.0%		
	Non Productive	Waste	56.44	54.20	0.5%	1,127	4.1%	0.78	319
		Unclassified	1.22	1.17	0.0%	11	0.0%	3.66	273
Total		57.66	55.38	0.5%	1,138	4.2%			
Total			11,202.89	10,764.69		27,164			
Total			11,202.89	10,764.69		27,164			

STICKS! data showing grades and volumes produced

ability to turn cuts on and off in a 15 minute window, greatly improving our ability to reduce over-production. This, in turn, reduces the volume of wood that has to be downgraded by AVA to fit within their sales capabilities and reduces likelihood of timber aging-out for domestic customers. It also allows us to pivot quickly to specialty cuts to help AVA fill vessels on-demand.



STICKS! can provide log metrics, as well as data on the actions of the operator.

Kajavala Forestry are also currently developing an in-house UI (user interface) solution for their staff to live monitor as well, with the intended result being cut-to-order volumes by grade. Until then, Woodflow will continue to monitor and direct cuts for volume targets. Given the complexity of monitoring over multiple processors, a target matrix (volume limit by grade) is not yet available for this kind of operation but should be in the near future.

A big thanks to Peter Auge and Chris Carter, who have expedited the rollout of STICKS! reporting to the crews in both Tiaki and OTTP NZ. By the end of the year, we should be able to see daily updates of real production data from the crews – and with Starlink connectivity around the corner, potential live updates in 2024. Better data equals better decision-making possibilities.





People - New Staff



Post-27 hour fire shift shot.



Dacian Pullen

Harvesting Forester, Rotorua

Hi all! I've recently joined the harvesting team based in Rotorua, having moved here with my family from Australia.

Originally from NSW, I spent a few years contracting in various states before moving to HQPlantations. I've worked in different roles out of their Byfield office for the last 17 years, most recently as a Forest Technician. I was responsible for a range of operational tasks – silviculture operations, harvesting and fires. When I'm not at work I enjoy 4WD-ing, camping, spending time with my family, and will be spending time renovating our new house over the next few months!



Amanda Pullen

Forester, Tokoroa

Hi all! I've recently joined the forestry team based in Tokoroa. I grew up moving around the world but returned to New Zealand to finish high school and graduated from the University of Canterbury School of Forestry in 2010.

I have spent the last 13 years working for HQPlantations as a Forester based out of various locations in the state, with most of my time spent in Byfield, Central QLD – approximately 10 hours' drive north of Brisbane. I was responsible for a large range of operational tasks – silviculture operations, stakeholders, permitting, environmental and fires. Being able to attend fires is the thing I am going to miss most about working in Australia!

I have two young daughters – Louise (3) and Olivia (1), and a hyperactive kelpie x collie named Lexie. When I'm not at work you can find me walking/tramping, doing adventure races, cooking and travelling. My husband (Dacian) and I have just purchased a house in Rotorua which is a doer-upper, so you will find us renovating that most weekends in the near future. I am looking forward to being back in New Zealand, being closer to family (albeit they're in the South Island) and enjoying the outdoors – where nothing is out to kill you.

People - New Staff

Charles Hosking

Resource Analyst, Rotorua

Hello everybody. My name is Charles Hosking (Charlie) and I'm the Resource Analyst for the RST team in Rotorua.

I grew up in the Wairarapa in the 1990s where everywhere you looked, hill country farms were being converted into forestry. Seeing this, but not really knowing much about the industry, I decided to test the water by completing a one-year forestry course. I loved it and never looked back.

I went on to continue my forestry studies, funding it with a range of silviculture, harvesting and forest inventory jobs. But after graduating I quickly found myself in technical forestry roles. For the first six years of my career, I worked for a forestry consultancy based in Rotorua who specialised in pruned log and sawmill conversion studies. It was a fantastic introduction to forestry because I got to see forestry operations throughout New Zealand. Having picked up some sawmilling experience, I went on to work in the Timber Engineering Group of Scion for two years before heading off on my OE where I found myself working in a high school in Wimbledon, London. On my return, I worked for Rayonier as a Forester for 10 years, mostly based in Auckland, where I managed the national forest inventory and R&D programmes. Most recently, I worked for NZ Carbon Farming in Auckland before my wife took up a new opportunity and we relocated back to Rotorua where we also have family.

When not working, I really enjoy hanging out with my wife and our two year-old son, Monty. My wife is from Germany so we try to head over there as often as we can. As well as spending time with family and friends there, we also really enjoy taking advantage of the European summer to travel to new places. Most recently we stayed in the Alps near Innsbruck.

We're still settling into Rotorua but I'm having fun reconnecting with the things I missed after I left, such as mountain biking and trout fishing. Thank you to all for the warm welcome and I'm looking forward to meeting the rest of the Manulife NZ team.



Holidaying in Rarotonga with the family.



Monty and dad's first trip to Oktoberfest

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